

ATTACHMENT G

SOS Exec

From: SOS Customer Service
To: SOS Exec
Cc:
Subject: FW: Board of Prison Commissioners Meeting
Attachments:

Sent: Mon 7/7/2008 8:30 AM

From: Baguzziman@aol.com [mailto:Baguzziman@aol.com]
Sent: Sun 7/6/2008 1:51 PM
To: SOS Customer Service
Subject: Board of Prison Commissioners Meeting



The Board of Prison Commissioners is scheduled to meet on July 8, 2008. The Department of Corrections has recently developed Temporary Administrative Regulation 323 (Administration of Sick Leave). This regulation was also abruptly suspended just Friday, however I want to share some concerns with the board in the event this regulation is somehow introduced at the meeting. If it is introduced, even in a different format, I respectfully request the board delay any approval pending further review and legal accuracy.

General provision number 4: This states that "An employee who utilizes sick leave in a particular pay period will not be eligible for voluntary overtime for the next two pay periods."

Problems:

This provision makes the assumption that everyone who utilizes their sick leave benefits is a liar and deserves to be punished as such. If calling in sick decreases an officer's ability to work voluntary overtime then mandatory overtime should be banned as well, if it doesn't decrease his ability to work overtime then this is discipline which is banned under general provision 2 (It must be one or the other!!!). More to the point an officer that volunteers for overtime is prepared to work overtime and will be more effective and safe than one that is mandated at the last minute. This is designed to increase mandatory overtime, because the pool of volunteers will get smaller and smaller.

General provision number 5: This states that "An employee shall not be considered for voluntary overtime on their Regular Days Off (RDO's)"

Problems:

This provision is designed to decrease planned voluntary overtime and increase mandatory overtime causing hostility towards employees that use sick leave. I think that we have enough naturally occurring hostility in our work environment, we don't need to create more. This provision also mandates that all overtime will be in conjunction with another shift making for a 16 hour day (maybe Paid Rural Area Differential (PRAD) savings???). If overtime was done on RDO's then the officer would only have to do 8 hours and would be more prepared, safer and more effective (this was the directors main argument against the 12 hour shifts. The director stated that we were not as effective at 12 hours, why is he now encouraging 16 hour shifts).

This is not the military, we cannot have a blanket party to "control" those that abuse sick leave. In the civilian world this is called creating hostility.

Also, estimates show that Paid Rural Area Differential (PRAD) savings of the 12 hour shifts was between 350,000 and 400,000 a year (just Southern Desert Correctional Center and High Desert State Prison). If we can lower morale to save money, then why can't we boost morale to save money and assist in recruitment and retention. The PRAD savings was brought to the attention of the director during a town hall meeting at HDSP. His response was that safety came before money - He stated that we were not as effective after 10 or 11 hours as we would be after only 8.

Why would he want to approve an AR that requires overtime be worked exclusively as double shifts.

This AR is punishing the many that do not abuse sick leave because of a smaller number who abuse it. It makes no distinction between those who do not abuse sick leave from those who do, causing the former to feel that they might as well enjoy some of their sick leave if they are going to be punished anyway.

On another note, the D.O.C. intends to change the working hours for the department on July 21. This will curb the shift differential pay. I understand the demands of the state budget, however, a few problems exist with this measure: Child care and economics. Officers on swing shift have just received a 4% raise, and now, after adjusting their household budgets accordingly, are faced with a 5% cut in pay, for a net loss of 1%. It should be noted that only swing shift personnel are being asked to shoulder this burden. Are other agencies being asked to do this with their swing shifts? On the issue of child care, the new day shift hours will be 5am to 1pm. Where do day shift personnel drop off their children at 4:30am? This particular issue probably cannot be resolved in the 2 weeks the director gave us.

A few unanswered questions regarding the schedule change are: Why start the change in the middle of a pay period, what shift will start the new hours, and what type of leave will the preceding shift be given when they are initially relieved 2 hours early?

I want to thank you in advance for your time and consideration to these concerns in advance of Tuesday's meeting.

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